

MEMORANDUM

To: Board of Regents

From: Board Office

Subject: University of Iowa College of Nursing Faculty Practice Plan Progress Report

Date: August 30, 2001

Recommended Actions:

1. Receive the status report on the University of Iowa College of Nursing Faculty Practice Plan.
2. Request that another status report be provided no later than September 2002.

Executive Summary:

At its July 1999 meeting, the Board authorized development of a Faculty Practice Plan (FPP) for the University of Iowa College of Nursing within prescribed parameters. This action followed a College of Nursing May 1999 report to the Board on the need to develop a Plan, which would integrate opportunities for practice into the faculty role.

When the Board authorized development of the Plan, it asked the University to provide a report on the Plan and its activities no later than September 2000. Formal initiation of the Plan was postponed due to the delay in hiring a Director of Faculty Practice, who began her duties on September 1, 2000. Due to the delay, the Board requested that the status report be provided no later than September 2001.

The College reports that during its first year of operation the FPP:

- Initiated HomeSafe, which is a program designed to assist senior citizens to remain independent, in their own homes, for as long as possible;
- Created a Certification Center, a web-based site for the certification of health professionals; and
- Developed on-line Nursing Continuing Education Programs which will begin in fall 2001.

The FPP Practice Council developed policies and procedures, rules for governance, and practice standards for the FPP. The College also reports that the strategic planning process for the FPP has been initiated and a market analysis of Iowa City and the surrounding region is underway.

The following table summarizes the net revenue and distribution through July 31, 2001, as reported by the College:

<u>Activity</u>	<u>Net Revenue*</u>	<u>Distribution**</u>
Continuing Education	\$27,914.64	\$9,659.15
Business Activities		
HomeSafe	(1,851.44)	
Certification	2,030.00	
Other	943.81	
Total	\$29,037.01	\$9,659.15

*The net revenue is prior to any allocation of FPP expenses, including administrative and overhead.

**Portion of Gross Income of Organizational Systems and Community Area Continuing Education allocated to faculty member(s) or Center for Nursing Classification

Background:

The University of Iowa Colleges of Medicine and Dentistry have had Faculty Practice Plans for a number of years. In the spring of 1999, the University of Iowa proposed creation of a Faculty Practice Plan for the College of Nursing to integrate opportunities for practice into the faculty role. The College stated that the Plan would increase nursing research, promote involvement in the community, provide a means for maintaining expertise, optimize faculty professional development, and generate income for the College of Nursing.

The University's Health Sciences Policy Council, which consists of the deans of the four health sciences colleges and the Executive Director of University of Iowa Hospitals and Clinics, endorsed development of a College of Nursing Faculty Practice Plan.

In July 1999, the Board authorized development of a Plan, which would be separate from the Faculty Practice Plans of the Colleges of Medicine and Dentistry. The Plan was to be developed within the parameters detailed in the July docket memorandum (see Attachment A of this memorandum), and the University was to provide a full report regarding the Plan and its activities by September 2000.

The College of Nursing began the search for a Director of Faculty Practice subsequent to approval of the Plan by the Board. However, considerable time was needed to identify and recruit an individual with the appropriate

qualifications. Michelle Robnett, who holds an M.A. in Nursing, an M.B.A., and a Ph.D. in Health Administration from the University of Iowa, began her duties as the Director on September 1, 2000.

Analysis:

The activities of the FPP during its first year primarily centered on continuing education programs and the initiation of two businesses.

Continuing Education

The continuing education programs offered by the College of Nursing have been ongoing for many years. Prior to spring 2001, continuing education was a decentralized function. Continuing education net revenues were maintained in accounts for each of the four areas of the College and the distribution of the income was at the discretion of the Dean and each of the four area chairs.

In the spring 2001, the continuing education function was placed under the office of the Associate Dean of Faculty Practice. The net revenues from the continuing education programs are included in the College's report as faculty practice income. (See Attachment B.) A determination about the future accounting and distribution of continuing education funds will be made this fall.

Business Activities

HomeSafe

A report on HomeSafe was presented to the Board of Regents in September 2000. The program, which provides case management and health advocacy services to clients in Iowa and surrounding states, is designed to assist senior citizens to remain independent in their own homes.

The aims of the HomeSafe program are to:

- Provide a subscription service using a case management model to assist older persons to remain in their homes and to obtain the needed services to maintain their highest level of functioning;
- Provide educational opportunities for nursing students in case management and community services at both the graduate and undergraduate level in areas where there are limited practicum opportunities;

- Provide an avenue for faculty practice that gives faculty opportunities to practice in cutting edge models of care that also provide a needed service to the community; and
- Develop a collaborative agreement between the UI Department of Nursing and the Adult and Gerontology Area of the College of Nursing to develop an entrepreneurial endeavor to meet the needs of older persons to remain in their homes while not duplicating services already available and accessible.

HomeSafe is organized under the direction of the University of Iowa Nursing Enterprise, whose goal, according to the College of Nursing web page, is to create nursing products and services that respond to the health care needs of patients, families and communities. The Enterprise is one of the first initiatives of the University of Iowa Nursing Collaboratory, a formal partnership between the UIHC Department of Nursing Services and Patient Care, and the University of Iowa College of Nursing.

The purpose of the Collaboratory is to improve professional nursing practice and education through collaboration between College of Nursing faculty and Department of Nursing staff in four areas of nursing – practice, education, research and informatics.

According to the College's report, HomeSafe received \$30,000 in start-up funds from the University of Iowa Nursing Enterprise. These funds are included as gross revenues in the College's FPP income report. (See Attachment B.)

Last year the College reported that anticipated enrollment in HomeSafe would reach 180 elders within 3 years. In its current report, the College states that HomeSafe ended FY 2001 with 10 patients and it anticipates 30 patients in FY 2002 and 42 patients in FY 2003.

Two senior undergraduate students participated in HomeSafe during the past year. The College envisions an increase in student participation in future years as opportunities for student interaction are integrated into various classes.

Certification Center

The Certification Center began with a paper-based series of certification examinations for nurse aides and was expanded during the spring of 2001 to provide web-based certification examinations for dentists, hygienists, and dental assistants through a contract with the Iowa Board of Dental Examiners. In the Fall Semester 2001, nurse aide certification will be added to the web site (<http://www.certificationcenter.cc>).

Nursing continuing education will also be offered through this site. The first course during fall 2001 will be a new, state mandated Child Abuse Prevention course. The certification site also has an on-line bookstore, where unpublished curriculum and materials relevant to courses can be purchased. Future plans for the site include on-line newspapers for various health professional organizations and boards.

Faculty Practice Plan, Policies and Procedures

The College submitted to the Board Office the Faculty Practice Plan document under which the FPP is operating. There is some question as to whether the Plan meets all of the Parameters for Development (of the Faculty Practice Plan) as approved by the Board in July 1999 (Attachment A of this memorandum). The College should review the parameters to ensure that each item is addressed in the Plan and include this review in the status report to be provided to the Board by September 2002.

Student and Faculty Participation

The College reports the following faculty and student involvement in FPP Continuing Education and Business initiatives:

	<u>#</u> <u>Faculty</u>	<u># Presentation</u> <u>Hours</u>	<u>% Faculty</u> <u>Time</u>	<u>#</u> <u>Students</u>
Continuing Education	30	425		4
Business Initiatives				
HomeSafe	1		10%	2
Certification Center	1		50%	

Revenue and Distribution of Income

The following table summarizes the gross revenue, expenses, net revenue, and distribution of funds of the Faculty Practice Plan, as reported by the College of Nursing.

<u>Activity</u>	<u>Gross</u> <u>Income</u>	<u>Expenses</u>	<u>Net</u> <u>Revenue</u>	<u>Distribution</u>
Continuing Education	\$116,551.50	\$78,977.71	\$27,914.64	\$9,659.15
Business Activities				
HomeSafe	41,707.00	43,558.44	(\$1,851.44)	
Certification	50,000.00	47,970.00	2,030.00	
Other Income	963.31	19.50	943.81	
Total	\$209,221.81	\$170,525.65	\$29,037.01	\$9,659.15

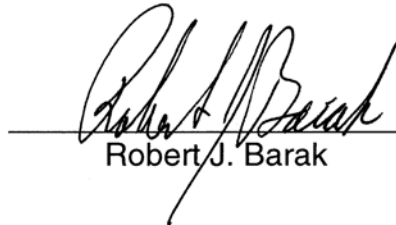
With the exception of the distribution of income from continuing education programs by the Organizational Systems and Community Area (see Attachment B), no income has been distributed by the FPP. The expense line above does not include any administrative and overhead costs. The College reports that the distribution of revenues will occur after the close of the fiscal year.

Future Activities and Modifications to the FPP

The College reports that in the past year, the FPP developed, reviewed and evaluated several prospective businesses that were not pursued because they were not feasible. Currently, the FPP is developing business plans for three businesses to see if they would be viable.


Joan Racki

Approved: _____


Robert J. Barak

Attachment A

FACULTY PRACTICE PLAN UNIVERSITY OF IOWA COLLEGE OF NURSING (Parameters for Development as Approved by Board of Regents, July 1999)

I. Purpose.

The purpose of creating a Faculty Practice Plan is to integrate opportunities for practice into the faculty role. Opportunities for practice will promote high quality educational experiences for nursing and other health science students, generate income for the College of Nursing, optimize faculty professional development, provide a means of maintaining expertise, promote involvement in the community, and increase opportunities for nursing research. By establishing the Faculty Practice Plan, the College of Nursing enhances its ability to recruit and retain faculty, to make visible nursing's contribution to health care, to collaborate with other health science units at the University of Iowa, to create opportunities for including students in high quality nursing care activities, and to stabilize its financial base.

II. Organization.

- A. Nature of Organization.** The College of Nursing Faculty Practice Plan is a voluntary organization through which faculty come together under the supervision of the Dean of the College of Nursing and University Administration to practice in a manner which structures and enhances the educational and service goals of the College. Because practice within the Faculty Practice Plan enhances the collegiate mission, it is not subject to the restrictions of the University's Conflict of Commitment Policy. Faculty members may continue to accept service opportunities outside the Faculty Practice Plan which shall continue to be subject to the Conflict of Commitment Policy, University Operations Manual, Chapter II-18.
- B. Practice Council.** A Practice Council consisting of members elected by the faculty, the Director of Faculty Practice and the Director of Operations and Finance (ex officio) will advise the Dean concerning policy and administrative issues.

C. Scope of Policy.

1. **Eligible Faculty.** Both full and part-time faculty of the College of Nursing (tenure track, clinical, adjunct and visiting) are eligible to participate in the Faculty Practice Plan.
2. **Types of Practice.** Practice by nursing faculty members is anticipated to include, but is not limited to, patient care, consultation, education, and management assistance.

- D. Liability Coverage.** Faculty members participating in the Faculty Practice Plan are state employees acting within the scope of their employment. Claims brought against them, the University, or the State of Iowa are covered by Iowa Code, Chapter 669 (the Iowa Tort Claims Act). The University will obtain any supplemental coverage warranted by sound principles of risk management.

III. Sources and Uses of Funding.

- A. Revenues Included.** Faculty Practice Plan revenues shall include all funds derived from any of the activities of participants defined to be Practice under the Plan. All funds so derived shall be received by or submitted to an appropriate University account as determined by the Dean and in keeping with University financial policies and procedures.
- B. Revenues Not Included.** Faculty Practice Plan revenues shall not include royalties from publications, honoraria, expert witness fees, or any other revenues determined by the Dean to be derived from activities outside the types of Practice covered by the Plan.
- C. Allowable Expenses.** The Faculty Practice Plan will record as expenses only those that are ordinary and necessary business expenses, and that are consistent with the purpose and administration of the Plan and with University policy.
- D. Operational Costs.** The financial obligations of the Faculty Practice Plan and operating costs related to the Plan shall be met from non-general, institutional funds.
- E. Contribution from Practice Group.** The practice group shall annually contribute to the College of Nursing an amount to be determined by the Dean in consultation with the Practice Council.

- F. Faculty Compensation.** Funds available for distribution as compensation to participating faculty under the Faculty Practice Plan shall be allocated in a manner that recognizes all principal areas of contribution to the activities of teaching, research, service, and shall be determined and regularly reviewed by the Dean. The total level of compensation for participants in the Faculty Practice Plan is considered public information.
- IV. Oversight and Accountability.**
 - A. Oversight and Administration.** The Dean, in consultation with the Practice Council, shall be responsible for direct oversight and administration of the Faculty Practice Plan. The Plan shall also be subject to all other University policies and procedures relevant to University administrative oversight.
 - B. Financial Accountability.** To ensure financial accountability, the operation and administration of the Faculty Practice Plan shall be governed by and monitored pursuant to all relevant University policies, involving for example, pre-audit activities, budgeting, accounting standards, and internal audit.
- V. Board Report.** The detailed specifics of the Faculty Practice Plan shall be provided to the Board upon adoption, and a report of its activities shall be provided no later than September 2000.

Income Statement
University of Iowa
College of Nursing, Faculty Practice Plan
July 31, 2001

Project	Gross Income	Expenses	Net Revenue	Distribution*
Organizational Systems and Community Area				
CE - Occupational Hearing Certification and Recertification	\$ 6,900.00	\$ 3,327.55	\$ 3,215.20	\$ 357.25
CE - Occupational Health Symposium	-	-	-	-
CE - Preconference: Institute for Nsg Informatics	2,350.00	452.90	189.71	1,707.39
CE - Institute for Nsg Informatics & Classification	37,411.00	22,221.98	7,594.51	7,594.51
McCloskey/Mueller Satisfaction Scale	648.48	19.50	628.98	-
Royalties Series on Nursing Administration	314.83	-	314.83	-
Area Sub-Total	\$ 47,624.31	\$ 26,021.93	\$ 11,943.23	\$ 9,659.15
BioBehavioral Area				
CE - VA Leadership Program	\$ 10,000.00	\$ 6,148.75	\$ 3,851.25	\$ -
Nurse Aid Certification	50,000.00	47,970.00	2,030.00	-
Certification Center**	-	-	-	-
Area Sub-Total	\$ 60,000.00	\$ 54,118.75	\$ 5,881.25	\$ -
Parent Child Family Area				
CE - Regional Conference for NPs	\$ 5,361.00	\$ 7,798.08	\$ (2,437.08)	\$ -
CE - Annual School Nurse Conference	21,570.00	16,167.51	5,402.49	-
CE - Annual Office Nurse Conference	12,925.00	10,446.09	2,478.91	-
CE - Annual NP Conference	8,652.00	5,928.78	2,723.22	-
Area Sub-Total	\$ 48,508.00	\$ 40,340.46	\$ 8,167.54	\$ -
Adult Gerontology Area				
HomeSafe***	\$ 41,707.00	\$ 43,558.44	\$ (1,851.44)	\$ -
CE - Occupational Health Consulting	243.00	226.53	16.47	-
CE - Long Term Gerontology Institute	10,591.00	6,259.54	4,331.46	-
CE - Iowa Senior Health Fall Meeting	548.50	-	548.50	-
Area Sub-Total	\$ 53,089.50	\$ 50,044.51	\$ 3,044.99	\$ -
Total YTD	\$ 209,221.81	\$ 170,525.65	\$ 29,037.01	\$ 9,659.15

* Portion of Gross Income allocated to faculty member(s) or Center for Nursing Classification

** Income will be received in FY 2002

*** HomeSafe received \$30,000 from UINE for start-up funds